University of Central Florida
Board of Trustees & United Faculty of Florida
Collective Bargaining Session Minutes

Wednesday, October 28, 2026
1:30 p.m. – 3:30 p.m.
Via Teams

ATTENDEES

BOT Bargaining Team: Charles Reilly, Craig Novick, and Charlie Piper

UFF Bargaining Team: Talat Rahman (Chief Negotiator), Christine Kugelmann, Florence Williams, Jason Phillips, J. Marla Toyne, Matthew Mosher, Nina Orlovskaya, Sandra Sousa, Yovanna Pineda, and Lisa Danker (Ex Officio)

Handouts:
Bargaining Ground Rules from October 20, 2022
List of BOT's Articles proposed for Status Quo
List of UFF's Articles proposed for Status Quo
BOT Proposal #01, Article 6, Nondiscrimination
BOT Proposal #01, Article 21, Other Employee Rights
UFF Proposal #01, Article XX, Artificial Intelligence Use

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1. The minutes from the August 24, 2026, were reviewed and no corrections were made.
2. Bargaining ground rules approved in October 2022 were reviewed and no changes were made.
3. The BOT provided a list of Articles and appendices proposed to remain unchanged.
4. The UFF provided a list of Articles proposed to remain unchanged.
5. The BOT provided proposal #01 for Article 6, Nondiscrimination, and it was discussed.
6. The BOT provided proposal #01 for Article 21, Other Employee Rights, and it was discussed.
7. The UFF provided proposal #01 for Article XX, Artificial Intelligence Use, and it was discussed.
8. As the session was wrapping up, a fire alarm sounded that ended the bargaining session.

Future sessions scheduled:
Wednesday, November 18, 2026, 1:30-3:30pm
Wednesday, December 9, 2026, 1:30-3:30pm
Tuesday, January 12, 2026, 1:30-3:30pm
Tuesday, February 2, 2026, 1:30-3:30pm
Tuesday, February 23, 2026, 1:30-3:30pm
Tuesday, March 9, 2026, 1:30-3:30pm
Tuesday, April 6, 2026, 1:30-3:30pm
Tuesday, April 27, 2026, 1:30-3:30pm

More information from the teams provided at http://collectivebargaining.ucf.edu